



MEETING NOTES

Region 34 Action Council Meeting

Date & Time: 02/17/23 10:00 am-01:00 pm

Council Members present: Dane Cruz, Maria Pizano, Pankti Jani, Cheryl Caesar, Jamie DiCarlo, Lauren McArdle, Rosa Herrera, Joan Battley, Jon Ashworth, Melissa Ferguson, Martina Rocha, Lupe Rodriguez, and Dylan Olthoff

Council Members Absent: Arnita Hodge, Anani Moy, Bobbie Hinden Judy Armstrong, Jennifer Cordova, Janie Metzger Jessica Medina, Kerry Stokes, Nicole Johnson, Dr. Michael Karner , Lupe Rodriguez, Maria Colunga, Natalie Udstuen, Treana Monroe, and Taishiya Nix

10:00 AM: Welcome and Introduction (10 min)

Facilitator (s): Dane Cruz

10:10 AM: Presentation of Educare and Start Early (30 min)

Facilitator(s): Theresa Hawley and Linda Francis

10:40 AM: Review of Action Council Meeting #4 (30 min)

Facilitator(s): Dane Cruz

11:10 AM: Review of Community-Based Planning Results (20 min)

Facilitator(s): Jon Ashworth

11:30 AM: Review Early Childhood Education and Care Workforce (40min)

Notes: Presentation given by RCM Dane Cruz- on the Demographics of Lake County

Decisions made: N/A

Next Steps: N/A

Notes: License Centers Directors-Race/Ethnicity

- Hispanic (8%) and Asian (3%) populations are underrepresented,
- Center directors do not represent the community (76% white),
- More opportunities should be provided to other races/ethnicities to become Center Directors,



- Primary Language (93 % English) do not represent the community. Second languages are likely underrepresented as well.

Decisions made: N/A

Next Steps: N/A

Notes: **Licensed Center Teaching Staff-Race/Ethnicity**

- CLC is offering dual language education classes to increase the Hispanic population of teaching staff (22% Hispanic),
- Teaching Staff has long working hours,
- There is a lot of knowledge about how to obtain credential resources, just need to improve awareness
- Most people prefer to learn in their native language, so the CLC dual language program will be helpful.
- Marketing of credential resources is needed to boost awareness,
- Teaching Staff is closer to representing the community,
- Continue efforts increase the male teaching staff population.

Decisions made: N/A

Next Steps: N/A

Notes: **Licensed FCC Providers-Race/Ethnicity**

- FCC -there are more scholarships like YWCA give \$500 yearly for professional development and improve consistency of learning,
- FCC Providers need to be motivated to focus and make goals to make a License Facility (benefits of being licensed),
- More awareness and continued pushing are needed for training and classes.
- Training is being offered multiple times by providers,
- More work is needed for License centers and the Risk associated with them, that might explain the reason why some do not get their license.
- 50 hours of training per year is needed for Credential.

Decisions made: N/A

Next Steps: N/A

Notes: **Licensed Center Directors-Highest Level of Education**

- The data is only as good as it is collected,
- We should have more teachers with higher credentials (31% Directors have less than a Bachelors' Degree),



- One Hope Unite (Busy Bee) & Highland Park Community has teachers with BA,
- Is the data accurate in terms of quality and resources,
- The data is surprising, as some center directors have GED, where are those programs located?

Decisions made: N/A

Next Steps: N/A

Notes: **Licensed Center Teaching Staff-Highest Level of Education**

- DCFS has a list that has transcripts from other countries-sometimes transcript value is lower than what was received in native country,
- Degrees do not translate well from country to country,
- Teaching staff face a language barrier, that might explain why 39% have only HS diploma or GED with no higher education,
- Number of Licensed teaching staff could increase if more help is offered and promoted,
- A lot of the bilingual programs have the education from their native country.

Decisions made: N/A

Next Steps: N/A

Notes: **Family Child Care Providers (FCC)-Highest level of Education**

- Data represent more support is needed for FCC,
- FCC Providers can obtain their Associate Degrees in Spanish at St. Augustine,
- Are these quality program? How to measure quality is the question,
- No, level of education (49% have HS diploma/GED only) does not dictate quality of the program,
- More support is needed to deal with barriers and FCC provider's needs,
- CLC is looking for more teachers for the ECEC Spanish program.

Decisions made: N/A

Next Steps: N/A

Notes: **Training, Certifications, Career development, and Higher Education opportunities available for ECEC Workforce**

- ECEC Credential Level-1 is mandatory,
- CLC and YWCA are offering training for ECEC Workforce,
- Red Leaf is providing 8 hours of training to the ECEC Workforce,



- The requirement for teaching credentials (substitutes) keeps diminishing,
- There is a lot of participants with Level-1 credentials.

Decisions made: N/A

Next Steps: N/A

Notes: **Training, Certifications, Career development, and Higher Education opportunities needed for ECEC Workforce**

- More Spanish-speaking classes are needed,
- Social and Emotional training for staff,
- CDA Stepping Stone Awareness,
- Mental health training is needed for staff and children,
- The curriculum needs to be more universal.

Decisions made: N/A

Next Steps: N/A

Notes: **Hourly Wages by the role in Licensed Child Care Center**

- Low hourly wages make recruitment very difficult,
- Staff working in retail like Walmart/Amazon are making more money,
- Current wages of the ECEC workforce make sustainable life difficult.

Decisions made: N/A

Next Steps: N/A

Notes: **Median Hourly wage by the Highest level of Education**

- There are no high market jumps based on Education,
- ECEC Providers are not willing to pursue higher education as wages do not increase by that much.

Decisions made: N/A

Next Steps: N/A

Notes: **Hourly Wages of Licensed Center Teachers by age of children served.**

- More curriculum or targeted teachers are helping preschool children, could explain we School Age only teachers get paid more
- School-age children are more self-sufficient.

Decisions made: N/A

Next Steps: N/A



Notes: **Licensed center Teacher Average wage by group taught and the highest level of education**

- Wages are not very incentivizing.

Decisions made: N/A

Next Steps: N/A

Notes: **Average Hourly wages for Licensed Center Teacher by education and attainment of gateways ECE credential (Level 2 or Higher)**

- Providers are concerned about taking credentials training; however, the amount of money will be the same,
- Providers need to be motivated outside of money,
- You still have to keep learning to keep them more motivated, but the pay is not increasing,
- Providers still need to take more classes to get a level 2 credential even if they have AA or BA certification,
- The job is to strengthen the youth for the future.

Decisions made: N/A

Next Steps: N/A

12:10 AM: Region 34's Strengths and Weaknesses (40 min)

Facilitator(s): Dane Cruz

Notes: **Why is it difficult to keep staff in ECEC?**

- Low wages/salary,
- Staff feel burnout,
- Staff are underappreciated,
- More collaborations.

Decisions made: N/A

Next Steps: N/A

Notes: **Strengths within the staff**

- ECEC staff are passionate about their work,
- Staff really love investing in the youth,

Decisions made: N/A

Next Steps: N/A

Notes: **Weaknesses within the staff**



- Low wages/salary,
- Staff feel burnout,
- Lack of staff.

Decisions made: N/A

Next Steps: N/A

12:50 PM: Closing and Reflection (10 min)

Facilitator(s): Dane Cruz

Notes: **Things that surprised or stood out**

- There is a \$3 difference with staff with the same degree,
- Requirement of a high level of education,
- Not having more directors with Associates degrees.
- Surprised about the PI resource that was learned today.
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Decisions made: N/A

Next Steps: N/A

Next Action Council Meeting:

Date: March 17, 2023

Time: 10:00 am

Location: LCHD 3010 Grand Ave Waukegan, IL or Zoom

Next Steps: Early Childhood Education and Care Workforce, Regional Strengths, Regional Challenges, Regional Needs, and Recommendations.